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# Department of Conservation *Communique'*

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## Cloward transfer upheld by Personnel Board

*Red Bluff*—The transfer of Ranger Jack J. Cloward from Tehama Ecology Center to Antelope Conservation Camp has been upheld by the State Personnel Board.

Cloward, a longtime Division of Forestry employee, protested when he was removed from the directorship of the Tehama center last August and reassigned to Antelope.

Nevertheless, SPB Hearing Officer Robert L. Hill concluded, "There is just no evidence that this transfer was made for the purpose of harassing or disciplining" Cloward. "In fact," Hill observed, "it appears that insofar as (Director Jim Stearns') purpose related to (Cloward) personally, it was just the opposite of harassment or discipline."

Ranger Cloward, who had been in charge at the former Plum Creek

Conservation Camp from Oct. 1, 1970, until the camp was converted to an ecology center last July, was notified in late July that he was being transferred. "The hearing in this matter was practically one long testimonial by both sides as to (Cloward's) ability, energy and conscientious devotion to duty," the hearing officer noted.

After the transfer, Cloward protested and the issue eventually came before the personnel board hearing officer. Hearings were held in Red Bluff on Feb. 28 and in Sacramento on Feb. 29.

The hearing officer also noted that Cloward was transferred at a time when the Tehama center's "particularly belligerent and aggressive group" of corpsmen was "creating and exploiting a variety of problems in an apparent effort to impose their own standards on the center's management—and that the turmoil did lead Director Stearns to transfer Cloward. Also, Hill noted, the transfer did put Cloward "to a great deal of trouble and expense."

But, the hearing officer added, "It was

the director's duty to make any changes he felt could improve the new and novel ecology corps program that was so vitally important to the department..."

Transfers, Hill observed, are up to the appointing power. He cited a Government Code section which provides in part: "An appointing power may at any time transfer any employee under his jurisdiction . . . from one location to another..."

The hearing officer said it is clear that neither Stearns nor anyone else in authority placed any blame on Cloward for the problems then evident at the Tehama center, but that Stearns felt that the fresh management might "calm the situation" and that he ordered the transfer "without any purpose or intent to discipline or harass (Cloward)".

(Ranger Arlen Cartwright was subsequently appointed director at Tehama.)

Cloward was represented during the proceedings before Hearing Officer Hill by an attorney for the California State Employees Assn.



**Fire pumpers, circa 1972**

Models of new Division of Forestry pumpers were on display in front of the Resources Building in Sacramento and proved to be a popular attraction. Ray Bryant, from the CDF equipment facility at Davis, shows a new hose nozzle to Director Jim Stearns. The price tag, incidentally, is \$24,500 for the four-wheel drive vehicles and \$20,000 otherwise.

### *'Freeze' period checks distributed by controller*

*Sacramento*—Supplemental merit salary adjustments (MSA) originally approved for state employees for September, October and November—during the pay "freeze"—were processed last month by the state controller.

Employees who were entitled to MSA Sept. 1 received a supplemental payment representing an adjustment for the time prior to Nov. 14, when the nationwide pay "freeze" was lifted.

Employees entitled to MSA effective Oct. 1 received supplemental payment for October and a partial month in November. Those employees entitled to increases effective Nov. 1 received the difference between what they already received effective Nov. 14 and the increase they would have received effective Nov. 1, had the freeze not been in force.

Pay adjustments included overtime pay as well as regular pay.

### *Inside this issue*

Fire simulator	Page 4
Mapping project	Page 6
PEP program	Page 7
People in the News	Page 8
Director's Digest	Page 10

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## New equipment planned for Word Processing Center

**Sacramento**—A new photo-like process for printing and composing work will be obtained for the department's Word Processing Center here, Assistant to the Director Gerald E. Newton has announced.

Newton, the WPC manager, said existing keyboards and strike-on composing machinery leased from the IBM Corp. since the center began operation two years ago will be removed. New keyboards and the composing machinery will be installed by July 1.

The substitution comes at the end of a lengthy study of WPC needs by a committee consisting of Mae McFadin, the center supervisor; Merl Smith, publications supervisor, and Margaret Turner of the Division of Mines and Geology; Jerry Brown, senior delineator for the Division of Forestry; and Omer King, systems analyst.

There will be no change in the existing WPC staff—Mrs. McFaden and keyboard operators Shelley Lovejoy, Kathy Shiroy,

Kathy Tripp and substitute Coetia Huffman.

The center operated several months as a unit of the Division of Forestry but was later changed to a departmental service function and placed under Newton's management. Forestry and Mines & Geology rely heavily on the center's publication typesetting functions. The new equipment is expected to speed production.

**Stockton**—Kathy Shiroy, a keyboard operator in the Word Processing Center was seriously injured in an auto-train collision east of here on March 11.

Kathy and her sister, 18-year-old Debra, were passengers in a small auto that was struck by a train. The sister was also seriously injured but the driver escaped with only minor injuries.

State traffic officers said a 14-car freight train hit the auto, pushing it some 525 feet down the tracks after the collision.

## 25-year club schedules annual spring frolic time

By Dick Ford

**Sacramento**—Varied activities are slated for the annual spring reunion of the Forestry 25-Year Club at the Caravan Inn here on the weekend of April 15-16.

President Jack Burke extended a special invitation to non-member quarter century CDF employees, indicating that dinner and overnight accommodations are still available. Dinner reservations should be made through Secretary Dick Ford at 4657 East Madison, Fresno 93702.

Reunion events are scheduled to get underway at 2 p.m. Saturday with an informal reception, followed by an evening dinner meeting starting at 6 p.m. An informal Sunday brunch will be held in the Caravan dining room from 9-11:30 a.m. Highlights of the Saturday night business meeting include presentation of symbolic rocking chairs to new members, election of officers, balloting on amended by-laws, and unveiling of the club's completed "family tree."

DeWitt (Swede) Nelson, retired director of conservation, will be present.

## Sonoma ranger seeks county supervisor post

**Rincon Valley, Sonoma County**—David W. Eby, county contractual fire coordinator here for the Division of Forestry, is seeking a seat on the Sonoma County Board of Supervisors.

Eby, 37, is hopeful of emulating the political success of Don Striepeke, a former CDF fire prevention officer who was elected Sonoma County sheriff in 1970.

The employee-turned-candidate—who calls himself a "practical conservationist"—is one of two challengers for an incumbent who has served as county supervisor for eight years. "Preserving the quality of our environment through careful planning is money in the pocket of Sonoma County citizens," Eby said in announcing his candidacy.

Eby and his wife, Diane, are the parents of two children. Their Rincon Valley home is east of Santa Rosa.

## Smokey picks a winner

Smokey discovered his civil service job description includes the familiar "other duties as required" clause when he recently assigned to draw the numbers identifying winners of door prize photographs by world famous photographer Ansel Adams. The occasion was a meeting of a National Management Assn. chapter deeply involved in conservation projects. Santa Clara Ranger Unit Fire Prevention Officer Don Keys helped Smokey; he held the drum containing the competing door prize numbers. Smokey is shown in this photo with photographer Adams.

## 1,700 children involved

**Hemet, Riverside Co.**—A recent fire prevention training effort conducted in Hemet and San Jacinto schools reached nearly 1,700 children. CDF Fire Capt. Dale Brusewitz was coordinator for the program and was assisted by CDF and Riverside County Fire Dept. personnel.

## Communique'

*Official monthly publication for employees of the California Department of Conservation.*

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## San Mateo County's final sawmill operation ends

**San Mateo**—The old Santa Cruz Lumber Co. sawmill near Big Basin State Park shut down in early March, thus bringing to an end an important chapter in county history.

The mill, in constant operation for nearly 50 years, is the last survivor of what once was a flourishing industry in San Mateo County. "It will be a sad day," company president Les Ley said in announcing closure plans. "So many of our employees have been with us for such a long time. It is a very unhappy time for all of us."

Ley said that regardless of public opinion about logging, "It is too bad that something like this finally has to come to an end."

What happened was that very few areas of virgin, old-growth timber, which the Santa Cruz Lumber Co. mill was equipped to handle, remained available for cutting. Thousands of acres of the company's forest lands have been bought up in recent years by the county to add to parklands.

As the supply of large, old-growth trees diminished, county officials, spurred on by the demands of conservationism and a duty to protect residents of woodland areas, enacted stringent new regulations to control logging. San Mateo County ended up with what is acknowledged to be the strictest logging ordinance in the nation.

Closing the mill does not mean logging itself is at an end in the county. Leonard Theiss, county natural resources coordinator, says a number of companies are expected to resume once the wet season ends.—From an article by Virgil Wilson in the *San Mateo Times*.

## Tidelands story featured

**San Francisco**—San Francisco Bay Tidelands was the feature article in the February 1972 issue of *California Geology*, a monthly publication of the Division of Mines & Geology, Editor Mary Hill announced.



*Plenty of involvement!*

## Mines & Geology finds itself active in almost everything

*Sacramento*--Involvement sometimes seems to be the password for the Division of Mines & Geology.

State Geologist Wes Bruer, reflecting upon the various responsibilities of his rather small division staff, came up with a partial listing of the interagency groups on which the division is represented. The list includes:

Power Plant Siting Committee,

Archaeological Study Task Force, Advisory Committee on Geographic Names, Advisory Board to Strong Motion Instrumentation Program, Technical Committee to San Francisco Bay Conservation and Development Commission, Geothermal Resources Board, Technical Advisory Committee to Geothermal Resources Board.

Salton Sea Study Committee, Advisory Group to Legislature's Joint Committee on Seismic Safety, Monterey Basin Pilot Monitoring Project Committee, Interagency Council on Ocean Resources (ICOR) Study Team, Environmental Mercury Task Force,

Land Use Study Committee (Office of Planning and Research) and the Governor's Earthquake Council.

All of the groups are worthwhile, Bruer said—but only one (the Strong Motion Instrumentation Program) provides funding for division participation.

"Large agencies can usually handle these in stride; for smaller agencies, a similar number of assignments can result in a significant administrative and manpower drain," Bruer noted. And he also noted that the special assignments are all in addition to *regular* projects for the division.



## Maintenance personnel gather at fire academy

Maintenance personnel from throughout the entire state who have local responsibility for some 2,200 pieces of forestry equipment met recently for a series of training sessions at the fire academy at Lone.

Subjects covered during the sessions were proper bulldozer maintenance, axle and transmission repairs, air brake systems and many other which were presented by manufacturer's representatives and vendors.

Representatives from the Transportation Division and Procurement Quality Control Section of the Department of General Services outlined services offered by them, as well as the responsibilities assumed by the Department of Conservation as operators of state equipment.



Asst. Deputy State Forester John Tomblin, who heads the Fire Control Equipment Section at Sacramento headquarters, welcomes conference participants.



Forestry Equipment Engineer W. R. Zimdars explains fire pump testing procedures.



## Conservation, education relationship stressed in talk by Secretary Livermore

*Sacramento*--The joint effort of Resources Agency departments and the State Department of Education was noted during a Conservation Week kick-off here March 7 by Secretary for Resources N. B. Livermore Jr.

Livermore said there has been much joint cooperation. "We have numerous intertwining committees with complicated names all working on one aspect or another. And there has been some very real and very specific help flowing both ways," the secretary said.

Director Jim Stearns, Resource Conservation Division Chief Bob Goodier and Resource Conservation Commission Chairman Calvan Costa were among those attending the luncheon where Livermore and Dr. Wilson C. Riles, state superintendent of public instruction, were keynote speakers.



### Inyo center has a neighbor

*Bishop*--Bureau of Land Management, a federal agency, has opened an office at the Inyo Ecology Center in space formerly occupied by the Department of Corrections when the center was a conservation camp.



**Certificate for inmates**

*Santa Rosa*--Three inmates at Black Mountain Conservation Camp west of here have been honored for their assistance to the Division of Forestry's fire prevention program. Asst. Deputy Jim Denny has announced.

Certificates of appreciation were presented to inmates Fred Medley, James Steele and Mike Abels by State Forester Lew Moran. Their work has included assembly of teacher packets and refill kits as well as construction of Smokey silhouettes.



### Library renovation

*San Francisco*--Renovation of the Division of Mines & Geology Library at the Ferry Bldg. here has made great strides through the yeoman efforts of Bill Cutler, Duane McClure and Mary Roche. Utility and appearance have been remarkably improved in recent months.

## Sacramento youngsters discover 'interesting' CDF dispatch center

*Sacramento*--Youngsters can always be depended upon to "tell it as it is," and the results of a letter-writing effort by some visitors to the Division of Forestry fire dispatch center here is no exception.

One youngster who signed her letter Steffie Lee, told dispatcher Wilmer Black: "I got dizzy looking down from the highest floor." The reference, of course, was to the 16th floor of the Resources Bldg., where the fire control section is headquartered. Steffie added, "Those buttons (on the dispatch console) were all over the machine; there were so many buttons on that machine I don't know how you can keep track of them."

Glenn Anderson, another of the visiting students from the Sacramento class, expressed thanks to Black "for teaching us about forestry . . . and thanks for everything else."

Another student, Lorna Reibson, thought everything was "very interesting." "I liked every minute of it," Lorna wrote to Black. Apparently Lorna hoped Black would remember her, too. "I was wearing a pink and white jumper," she said in a P.S. to her letter.

# A fire simulator

## Santa Cruz fire agencies make effective use of new device

By Bill Neubauer  
Santa Cruz Sentinel Staff Writer

*Santa Cruz*--If you were confronted by a raging five-acre forest fire in the drylands of the Cascade Range off Hwy. 1 (in Santa Cruz County), how would you go about preventing a holocaust?

George Gray of the Division of Forestry answered that question for the experts (recently) by bringing under control in 30 minutes a simulated forest fire "man-caused" in that area.

Gray got the problem to solve during an unrehearsed demonstration for the county fire chief's association of a fire-simulator developed with county funds to give realistic training to firefighters.

The \$1,000 device includes a motion picture screen, three overhead projectors, a simulated radio network and tape recordings of such firefighting sounds as the cracklings of blazes and the clatter, yells and roars of bulldozers, men and aircraft at work.

In the demonstration, a colored slide of the Cascade Range was flashed onto the screen. Flames were superimposed upon a five-acre portion of the area and a revolving disk was used to simulate smoke riding from the fire.

Gray and two assistants were seated before the screen while the device operators and instructors built up a "fire" behind it. Gray was dubbed "fire boss" and given a microphone and told to put the fire out.

Gray's view of the fire was much the

view of an actual fire boss would get of a real fire. The microphone given to him to use was the same and only tool a fire boss would have out in the field to direct firefighting operations.

The complicated shifting of men, equipment and airplanes to the scene and their deployment on the firelines were simulated through use of the radio network.

The demonstration began with the five-acre blaze, Gray just arriving at the fire scene, and crews already dispatched by Felton headquarters from Sandy Point, Pescadero, Big Creek. A big bulldozer had been dispatched, too.

The simulated fire spread swiftly through grassland and brush before slowing down in heavy timber.

Gray appraised the fire scene and said into the mike: "This looks like a hot one, call the aircraft in."

Behind the screen, completely hidden from Gray's view, CDF Capts. Jim Novotny and Steve Droeger functioned as they would on regular dispatch duty during a real fire. Aircraft were summoned from Hollister.

But under conditions set by the problem, the fire spread while crews and planes were racing to the scene. It developed a roaring "head" in the northeast that began to chew up a hill.

More handcrews were summoned (six men to a truck and Gray laughed: "A full crew? I'd really like to see that.")

Behind the screen, the simulator controllers duplicated the actual behavior a fire would exhibit in that area with a strong wind blowing.

They caused the fire to spread farther, and after one drop of fire retardant by an air tanker they created a "spot" fire north of the main blaze.

Gray called for another bulldozer when

the one on the scene radioed in that he was having rough going on rocky land.

At another point he called for dispatch of a steam kitchen and food for 100 men.

At another point, when he got a radio call for more water, he called for more tankers.

The handcrews, the dozers and the aircraft beat the fire into submission visibly on the screen.

At the end of 30 minutes, after 110 acres had burned, Gray said into the mike: "This fire is 955--fire under control." He then released the air tankers and four trucks for duty in another area after getting a radio report that a fire had broken out elsewhere in the county.

Gray got a big cheer from the experts when he announced the fire was under control.

The simulator has been designed to duplicate realistically a host of problems firefighters and fire-bosses must cope with. If correct techniques are used, according to CDF Capt. Walter Reh, the fire will be confined or extinguished.

"But," Reh said, "if you're handling a structure fire in an enclosed area that's getting poor ventilation and you give the order to knock down the door, the flames will shoot all over the place, telling you that you made a poor decision."

The simulator's favorable or unfavorable responses to correct or incorrect decisions are expected to strengthen firefighters' knowledge of what to do in given situations under various conditions.

The simulator will be available to all city and county fire departments for training use. Each department will be expected to set up its own simulations, however, to improve training in areas of specific interest to it.



## A start on tomorrow's forests

By Ronald S. Adams  
Forester

*Anderson, Shasta Co.—Better Trees for Tomorrow* is a slogan that has been used for some time in forestry throughout the United States, particularly in the south and northwest. At long last the Division of Forestry can make claim that it is helping to make better trees for tomorrow.

Through a U. S. Forest Service cooperative financial arrangement program, authorized under Title IV of the Agricultural Act of 1956, Public Law 840, the division is well on the way to making available genetically improved seedlings for reforestation. However, these super seedlings won't be available tomorrow—and probably not for about 10 years.

And the Division of Forestry and Forest Service are not the only ones cooperating—the forest industry has taken an interest in the program, too. Kimberly-Clark Corp. is furnishing about 34 acres at its Anderson mill site for the first seed orchard and has contributed \$1,500 toward the start of the project. In a recent ceremony at the new orchard, Deputy State Forester George Grogan accepted the \$1,500 check from Dixon Sandberg, general manager of Kimberly-Clark.

Four seed orchards in all are planned. Growlersburg Conservation Camp crews under the direction of Camp Ranger Ray Little are clearing a no-longer-used peach orchard at Folsom State Prison in Sacramento County, for the second seed orchard. The third seed orchard will be established at the Department of Corrections' Vacaville Medical Facility in Solano County and the fourth will be on Jackson State Forest in Mendocino County.

All but the one on Jackson are located in valley areas to prevent natural conifer pollens from contaminating pollination among orchard super trees, that is, when the super trees start to flower some 10 years hence.

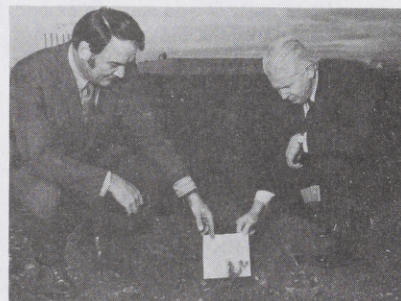
Gene Hartzell, forester II headquartered at the Davis Nursery is employed in the program. Gene came to the program from Jackson State Forest last August. He estimates that forests planted from genetically improved seedlings will yield 15-30 pct. more wood than natural stands and the final products will be more knot free and have better form.

Six species will be incorporated in the orchard: white fir, Douglas-fir, ponderosa pine, Monterey pine, coast redwood, and incense-cedar. To get the seed orchards to bear the improved seed required grafting small branches (scions) to small trees (root stock) already established in the orchards.

The scions, of course, are taken from carefully selected superior trees in the woods—trees that are better than any of their neighbors.

Scions are collected by climbing the selected trees and cutting off branch tips with pruners or by shooting them out of the trees with a rifle. Some candidates for the orchards will be produced from cuttings taken from selected trees and rooted in the greenhouse at Davis. Monterey pine and redwoods root well and can be easily propagated by this method.

The three valley orchards will have irrigation systems installed to improve survival and growth. Then with cultivating, chemical weed control, pruning, gopher control, etc., Gene has his work cut out for him.



Dixon Sandberg, left, with Deputy Grogan.



Forester Jerome Gromacki is spreading urea fertilizer on fresh road spoil with a cyclone seeder.

## Report discusses erosion control along logging roads

*Fort Bragg—A new State Forest Note, Grass and Fertilizer Selection for Road Spoil Erosion Control on Jackson State Forest* by Norman N. Stoneman was recently published and distributed. This paper highlights the results of five different seed and fertilizer trials started on JSF in 1964 to find economical ways to minimize erosion and siltation of streams caused by logging roads.

Other Division of Forestry foresters besides the author who have had a part in various stages of these trials over the years were: Louis Gunter, Grant McClellan, Ed Gladish, Dave Burns, Cliff Fago and Jean Sindel. Best results were obtained using 50

pounds per acre each of annual ryegrass and urea. The optimum time to seed and fertilize is after the first light rain in the fall. A hand-operated cyclone seeder was found to be practical and efficient for spreading the seed and fertilizer. The seeded grass cover was replaced by natural vegetation in four or five years. There was no detrimental effect on coniferous regeneration in the areas treaded. Besides erosion control aspects of the treatment the green grass improved the appearance of the area until the native vegetation recaptures the site.

This treatment developed through experimental work on Jackson State Forest is now operational on all timber sales in that forest.

The results of this study will be of special interest to timberland owners and managers seeking ways to reduce erosion resulting from logging operations and road construction projects. For more details, see State Forest Note No. 46.

## Private response to reforestation program called 'encouraging'

*Riverside—*Division of Forestry officials report they are encouraged by the response to a recently announced plan for private groups and individuals to aid in reforestation and erosion control by purchasing and planting Sierra redwoods in mountain areas here.

CDF announced in February that its nurseries had the redwoods for sale and, since then, well over 200 persons requested order blanks, service forester Ed Martin reported.

In addition to its ability to withstand smog, the redwood also resists bark beetles, California's second major tree killer, Martin said.

Last year, the CDF nursery at Davis produced 4.25 million plants of various species, with some 40,000 of them sold and placed on private land in southern California.

## Happy customer

*Pomona—*As usual, the *Pre-School and Elementary Fire Prevention and Conservation Education* packet prepared by the Division of Forestry has been praised by a happy teacher. "Very helpful . . . creative and interest-stimulating," said Mrs. Donald L. Bell, a Pomona teacher.



## What-again?

District II is No. 1

Redding—Grogan's Heros have done it again!

District II has just about monopolized the yearly safety contest in maintaining the lowest injury rate every year since we started calculating statistics. The only serious competition came from District IV in 1968 and from former District III in 1970. District II's rate was 17.0 lost-time injuries per million hours of exposure time.

There are all sorts of rumors regarding the District II's record—such as hiding bodies and administration of self-medication to keep the injured going. One wag even suggested that they have quit working and are vacationing at the lakes and lava beds (lava and water won't burn, you know.)

Just to keep the record straight, they've got the secret and they aren't telling.

All kidding aside, we do want to extend our congratulations. As far as best wishes are concerned, we hesitate to go too far in that we hope the other districts will make it more competitive in the years to come.

## Safety shoes available from safety coordinator

Sacramento—Such a deal Cash has for you!

One way of promoting accident prevention is to help employees obtain safety items for off- and on-the-job safety. Safety Coordinator Cash Hooper has noted. Often.

A safety shoe program is a method whereby employees can purchase dress, casual or work footwear at substantial savings, besides providing greater foot protection.

Hooper, wearing his (hard) hat as the department-level safety coordinator, says he is willing to discuss the term of the shoe-sales program with any division's safety representative—or anybody who will listen.

A new catalog for Hy-Test Safety Shoes for men and women has just been received in Hooper's office, along with a price list for 1972.

"If you need high style dress or casual shoes or boots and have feet that are easily fitted by standard shoe size, I urge you to take a look at this new catalog and others available in my office," said Hooper. The hard toe, you will find, helps maintain shoe shape, giving shoes longer life besides providing toe protection.

And, Hooper also notes, the biggest advantage is in economics, through low purchase prices and income tax deductions—safety equipment is income tax deductible under the miscellaneous section. Citing an example, the safety coordinator says an expensive Wing Tip will cost \$18 plus 50 cents handling fee for orders of less than four pair. The same shoe costs \$25 to \$35 retail.

"As personal testimony, I have a pair I purchased in 1959 and have worn regularly ever since, that have yet to be resolved with the heels being just replace," Hooper declared with all his soul.

# Map project underway with PEP-funded delineators

By H. P. Reinecker  
Assistant Deputy State Forester

Sacramento—The Administrative Mapping Project was given a breath of life a few weeks ago when Employment Opportunities Officer L. T. (Pete) Petersen requested detailed information on the status of the Division of Forestry's map planning. The information provided was enough to start the wheels rolling.

Verification was made on Feb. 17 by Assistant to the Director William Drohan that the department, working with the Departments of Human Resources Development and Finance, had pinned down sufficient funds within the Public Employment Program to finance employment of 20 delineators and two clerk-typists.

Based upon assurance that our planning efforts were far enough along to take immediate advantage of available funds, Director Jim Stearns and Deputy Director Al Hill gave their full approval and support to the project.

A contract with HRD was prepared and pushed through by the department in record time. Space was located in the Los Angeles office of the Department of Motor Vehicles at 3500 South Hope St.; a budget was developed; job specifications were given to HRD with a request to set up interviews; a short training session was arranged through CDF Training Officer Geoffrey Snow; equipment—drafting tables, chairs and supplies which had been held on reserve since mid-1971—was assembled and scheduled for shipment to Los Angeles by Service & Supply Officer Fred Schoner; and District VI supplied the time, effort and manpower—and all by Friday, Feb. 18.

Senior Delineator Jerry Brown commenced interviewing prospective delineators on Feb. 25 and continued on Feb. 28, March 1-2. The successful applicants screened through March 2 and were advised to report for work on March 6, the following Monday. The project was underway with 13 delineators and two clerk-typists.

Nineteen of the 22 positions were filled by the end of the first week and initial training had been completed.

Temporary partitioning and room construction also were well underway by March 10.

The people who helped in getting this project off the ground in such short order are too numerous to name. Drohan and his staff, Asst. Director Al Roxburgh and his staff—including Schoener and Accounting Officer Roy Kemp, George Hacker, Dorothy Sornsen, the facilities planning section of the Department of General Services, the staff at DMV in Los Angeles, Deputy Mike Schori and some key members of his staff,

Lee Lange of Crystal Creek Conservation Camp and on and on. All put their shoulders to the wagon and really pushed.

Where did it all begin? With comments from field personnel who were unhappy with outdated, inaccurate administrative maps!

Following a meeting held on Nov. 14, 1968, Gerald Brown developed a proposal for a new type of map utilizing scribing techniques he first reported on in 1964 and which were later used to produce the Modoc and Del Norte Administrative Maps. The new map style was to be based upon a number of USGS quadrangles covering an area of 30 minutes in latitude by 45 minutes in longitude. The neat boundaries of such a map would encompass the same area as depicted on 24 7½-minute USGS quads or six 15-minute USGS quads—slightly over 1,400 square miles.

A grid with the above latitude-longitude dimensions was laid out over a map of California and a number system developed. The area in Amador, Calaveras and Tuolumne Counties, identified as 47 on the grid, was selected for a trial run. Working as time and priorities permitted, Map 47 was rough-drafted as a sample and received back from the state printer in early 1971.

To test field acceptance of this new map format, a five-page questionnaire was developed and 300 copies distributed throughout the Division of Forestry. An analysis of 261 replies returned indicated that 90 pct. of those sampled felt the new map would adequately substitute for the old map style—providing certain features of the map were corrected. The final maps will show many more names, elevations, section numbers, road names, azimuth circles at each lookout, all permanent CDF facilities, including truck trails, 10,000-gallon cisterns, etc., and boundaries such as the zone 1/111 line, the pay protection boundary and national forest boundaries. It will be printed on lighter weight paper than was the sample map.

Of most importance, we hope that this new map will be much more adaptable to updating. Our work will be scheduled on a three-year update and we doubt that complete rescribing of any one map will every be required—unlike the old ink tracings that ultimately became so worn they could not be reprinted.

The success of this program will hinge upon continued funding by PEP for approximately 18 months—and accurate, complete field work by CDF personnel who will be assigned the job of updating information on existing USGS quadrangles. An initial request for this assistance was made of each district deputy on Feb. 24. While recognizing that the special assignments given to the field seem to be ever increasing, we can only point out that a final map can be no better than the basic data upon which the map is based.

If all the pieces continue to drop into place, as well as they have during this first three-week period (Feb. 16-March 10), new maps should start rolling off the presses by Aug. 30.

## Shasta County wants to run Crystal Creek camp itself

Redding—Crystal Creek Conservation Camp will be operated by the Shasta County sheriff if a funding grant is approved by the California Council on Criminal Justice.

County supervisors have endorsed Sheriff John Balma's proposal that the county operate the state facility as a rehabilitation center for northern California county jail inmates. They approved an application to CCCJ for a \$162,879 grant that would pay salaries for a staff of six at the

center and other operational expenses.

The grant would, in effect, be matched by the Department of Conservation to continue to direct fire suppression and conservation-type work performed by the inmates, just as under joint conservation camp arrangements with the State Department of Corrections.

Prisoners from county jails in Lassen, Modoc, Shasta, Siskiyou and Trinity would be housed at Crystal Creek under the plan.

A similar program involving San Diego county jail prisoners has been underway since last summer at the former LaCima Conservation Camp.



# PEP: who, what and why

By FRANK WINKLER  
Information Office Intern

*What's the PEP program? The question is often asked, since the Department of Conservation is heavily involved. Information Office intern Frank Winkler, a pre-law major at Sacramento State College, researched the question and here is his report.*

In response to unemployment pressures, Congress passed the Emergency Employment Act of 1971 last July. The objective of the act was to help relieve unemployment by granting special funds to the states. The act was aimed primarily at returning Vietnam veterans. After a job is listed for 48 hours, seven other priority groups are specified, such as young persons entering the labor force, welfare recipients, displaced aerospace workers, members of minority groups, etc.

As stated, the act's purpose is "to provide unemployed and underemployed persons with transitional employment and, wherever feasible, related training and manpower services to enable such persons to move into employment or training not supported under this act."

The act, now popularly called "PEP"—Public Employment Program—is administered in California by the U.S. Department of Labor in San Francisco. According to city or county unemployment levels, DOL grants federal money directly to cities or counties with populations over 75,000. In counties under 75,000 funds are turned over to the State's Department of Human Resources Development and the smaller counties then apply to HRD for the money. After reviewing these proposals, HRD makes an allocation.



*Gardiner Larkin, another fire fighter employed under the PEP program, learns to use a pulaski to clear a fire line.*



*PEP employee Eddy Dappen practices trimming low-level branches as part of his training as a wildland fire fighter.*

Part of PEP regulations provide that state agencies shall receive money in accordance with the number of employees they have in an area receiving PEP funds. State agencies apply to HRD for these funds.

As a result of such an application, the Department of Conservation now has 288 positions under PEP. The department has recruited at a steady pace since Jan. 7 and is now at capacity.

## 52 pct. veterans

The department's Personnel Program Development Unit, which supervises administration of PEP within the department, reports that of those hired 52 pct. are Vietnam veterans and 36 pct. are minorities. This keeps the department within the objectives of the act.

Most of the positions have been used to recruit firefighters. However, in southern California, 20 positions were used for delineators. (See a story in this Communique' by Asst. Deputy State Forester Jerry Reinecker concerning the special mapping project involving PEP-hired delineators.) Also, two positions each went to the Division of Oil & Gas and the Division of Mines & Geology.

Again, the purpose of PEP is to provide transitional employment. The two-year program (it's currently funded through this August and will expire in

June 1973) is supposed to help those employed under it attain "marketable skills."

Employment Opportunities Officer L. T. (Pete) Petersen said he has heard "good things" of those now working under PEP within the department. He explained that it is hoped the department will eventually be able to hire some of these persons after they finish the program, and assuming they can qualify under the civil service program.

It must be emphasized that it is not the intent of the PEP program to replace any present civil service positions. It is basically designed to help those eligible to "get back into the work stream," Petersen said.

The department was given special permission to relocate some firefighters. (Usually, persons must work in their county of residence.) Thus, some firefighters hired in Butte County, for example, will be sent to Redding in Shasta County to help with fire duties there. The reason for this flexibility in the rules, Peterson said, is simply because "forest fires know no county boundaries. . ."

Petersen also stressed the fact that these special employees are providing essential services to the state. "It is meaningful employment," he said. "It benefits those who are in the program and the public also."



# PEOPLE

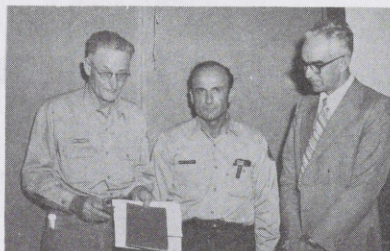
## Steve Nash-Boulden retires as operations officer

*San Luis Obispo*—Steve Nash-Boulden, operations officer for San Luis Obispo Ranger Unit, has retired after serving 33 years with the Division of Forestry.

Nash-Boulden began his fire suppression career with Los Angeles County Fire Dept. and the U. S. Forest Service in 1935. He joined CDF four years later, and has been an associate ranger for 24 years.

The retired employee supervised fire fighting efforts on many major blazes during his long tenure. Also, he had no reportable driving accidents during his CDF career.

Nash-Boulden will make his home at Atascadero, where he and his wife, Pat, will raise Morgan horses.



Roy Moore, left with Perry Hershberger and Asst. Deputy Jim Denny.

## Roy Moore's 25 years noted

*Santa Rosa*—Carpenter Roy Moore has been honored for completing 25 years of state service.

Awards were presented to Roy at a recent gathering by Asst. Deputy Jim Denny and Perry Hershberger, construction inspector.

Roy began his state service in 1943 with the Division of Beaches and Parks at San Clemente. He has worked for the Division of Forestry in the North Coast District headquarters in Santa Rosa continuously since October 1949.

## Bill Jones honored at 25-year luncheon

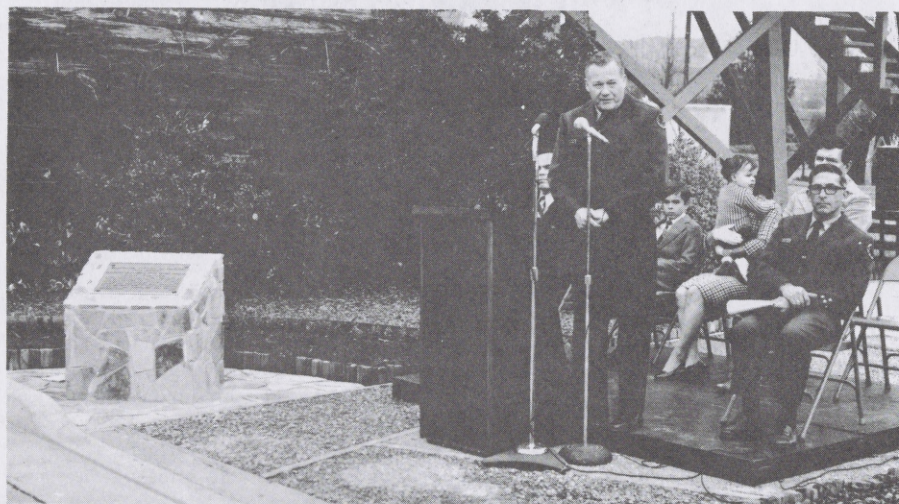
*Fresno*—A. W. (Bill) Jones, staff law enforcement officer for the CDF's South Sierra District, was honored at a recognition luncheon last month here upon his completion of 25 years of state service.

Nearly 60 co-workers from area fire and police services paid tribute to his professional role and background in firefighting and fire investigation.

Jones has served his career as a fire officer in Fresno and Mariposa counties and for the past six years has been a staff fire prevention officer at the CDF's Fresno headquarters offices.

## Magill leaves

*Sacramento*—Sam Magill, an ecology corpsman who has been on special assignment with the Personnel Program Development Unit, has left for a new position with the State Department of Human Resources Development, Asst. to the Director Bill Drohan has announced.



## Glavich memorial

*A memorial plaque honoring the late Ranger Gene Glavich, the man largely responsible for a CDF display at the Redwood Empire Fair ground in Ukiah, was dedicated in February by State Forester Lew Moran, standing. Ranger Tom Neil and members of the Glavich family were among 77 members of the audience.*

## Physical fitness report for forestry almost ready

*Sacramento*—A study group is close to completing their recommendations to the director and state forester on a physical fitness program applicable to all forestry safety members.

The program is a follow-up to the improved forestry retirement system—normal retirement age 55—and the recently adopted entry, return-to-work and retention standards. The physical fitness program will aim at helping forestry employees get in shape (if they aren't already)

and stay in shape to perform the vigorous demands put on safety members.

The study encompassed a wide variety of existing physical fitness programs including those of several progressive fire departments.

What is common to all is a focus on developing the muscle-skeleton and the heart-lung systems to meet the relatively sudden and peak demands placed on them in firefighting duties. An important adjunct to the exercise portion of such programs is effective methods of weight control.

Forestry employees will be informed as the program develops.

## C D F

## 25-Year Club

plans an annual meeting

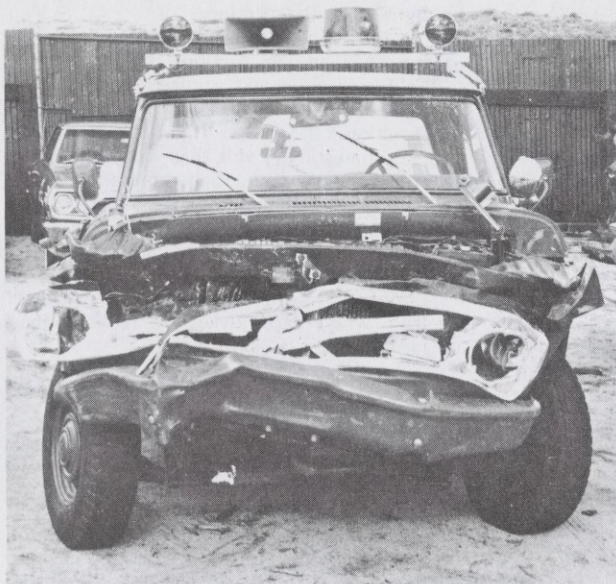
—See Page 2—



## Ed Brown's 25 years

Ranger I Ed Brown of Prado Conservation Camp, on the left, receives his certificate for 25 years as a state employee from Asst. Deputy Joe Springer. Brown began his career in 1944 as a forest fire truck driver in San Diego Ranger Unit. From then until 1952, when he entered the camp program, Ed worked in San Diego, Sonora and Mariposa Ranger Units. He was promoted to forestry superintendent in February 1961 and assigned to Prado.





*Ranger Baldwin was seat belt-safe . . . but a woman died because she forgot.*

#### Seat belts recommended

#### **CDF ranger escapes serious injury**

Ranger Louis Baldwin walked away from this San Diego County accident because he had fastened his seat belt. The woman driving the car failed to fasten her belt. And she is dead.

The road was icy and the woman lost control of her car after rounding a

slight curve. The car skidded down the wrong side of the street, striking the Division of Forestry pickup driven by Baldwin head-on.

Reflecting on the experience, Baldwin said: "I strongly recommend that personnel use the seat belts provided in state equipment as well as in their own personal vehicles." Baldwin believes that the seat belts in the CDF pickup prevented serious injury to himself. "The cabs of 1971 Dodges are

so large that a lot of space is there for a person's body to slide around in," he added.

Baldwin, incidentally, also advocates installation of shoulder-strap harnesses. His list of recommendations includes: No loose articles, such as flashlights, binoculars, pipe fittings, etc., should be placed in the front compartment of pickups. Also, make sure that radio packs under the front seat are firmly secured.

## **Honors for pair of Sonoma CDF employees**

*Santa Rosa*—Efforts of two Division of Forestry employees here are credited with perhaps saving the life of a woman at Sonoma County Airport several weeks ago.

The employees, Fire Apparatus Engineer William Spink and Fireman Kenneth Schleintz, assigned to a Schedule A station at the airport, responded after Mrs. Ruth Doty, about 35, collapsed.

Because of past training, both in the military and while on Schedule A work, FAE Spink determined from the symptoms that Mrs. Doty was going into respiratory arrest. Because of physical difficulties encountered in attempting to use the resuscitator, Fireman Schleintz applied mouth-to-mouth resuscitation and FAE Spink administered closed chest heart massage after it was noted the victim's pulse had nearly stopped.

Ranger Frank Crossfield said it was later determined that Mrs. Doty was suffering from a virus, which completely clogged her chest and which in turn caused her to be unable to breathe and resulted in heart stop-

page. "According to the doctors, if it wasn't for the action which FAE Spink and Fireman Schleintz took, the chances of Mrs. Doty having lived would have been questionable," Crossfield said.

"It seems to me that this was a little beyond what we normally expect from our engineers and firemen . . .," Crossfield added.



*FAE Spink and Fireman Schleintz*

#### **Laura Patrick succumbs**

*Sacramento*—Death has claimed Mrs. Laura Patrick, a longtime secretary for the Department of Conservation, following an illness.

Mrs. Patrick joined the staff of the former Department of Natural Resources in 1948 and served as secretary to deputy directors starting in 1956. More recently, Mrs. Patrick had worked in the headquarters of the Division of Mines & Geology.

#### *Edna Nicholson*

Edna Nicholson, a department accounting office supervisor and an employee for 22 years until her retirement last year, died at Tracy, where she had lived following her retirement.



### *The Corps: It must succeed*

There was an interesting session over in the state capitol building the other day. The Senate Finance Committee subcommittee that concerns itself with the department's budget took a fresh look at the future of the conservation camp-ecology center program.

It is as obvious to the senators as it is to each of us in the department and the Division of Forestry that the population of the inmate-manned conservation camps continues to decline. At the hearing, Deputy Director Bob Eklund of the Department of Corrections told the senators that Corrections *will probably be able to maintain the population we have*, and, he added, this is a *difficult thing to prognosticate*.

The trend is obvious. It is downward and, despite the fondest hopes of all of us who clearly realize the excellent support we've received from the camps for more than two decades, it will continue downward.

It is exactly because we saw the problem, and have seen it for a long time, that all of us in the department and the division have been searching for solutions to the manpower shortage that would confront us if we didn't act. And that's why we have the California Ecology Corps in existence today.

Last year, when the Department of Corrections saw the need to close five camps because of an inadequate number of inmates, it was determined that the ecology corps would help fill the void. And, more than that, the corps would be at least a partial insurance policy against any layoffs among forestry foremen who might otherwise lose their jobs because of the rapid decline in inmate population.

In one of the speediest actions I've seen around here, the corps was launched because there was an immediate need—and because, despite some of the snickering on the part of the doubters, because it was a good program. It still is a good program and, I suspect, it may well be around long after the new concepts in penology have all but eliminated the camp program.

Let's face it: Once upon a time, there was no conservation camp program. It is not unusual for history to repeat itself. New

parole programs have drastically reduced the numbers of inmates who are available; and there's support for the theory that inmates should be in institutions closer to their homes. Most of the camps are in the north; most of the inmates are committed from populous counties in the south.

The senate subcommittee, in looking at the future, knows full well there is the danger of few inmates and too many camps. Shall we spend thousands of dollars for foremen to supervise inmates who are not there? Of course not; the taxpayers will not stand for it, and rightly so. Alternates are the answer—and we have one.

Some of the corpsmen appeared before the senators and said they don't like some facets of the program. I don't either. Nevertheless, each of us—and all of us—must put our shoulders together to make this program work. Either that or there will be some with shoulders together in the unemployment line and history will be about to repeat itself by a return to the old pick-up crews. I cannot accept the latter course.

### *The 'strong-motion' program*

Another relatively new concern for the department is the statewide strong-motion seismograph program. This seismograph is an instrument designed to record the stronger vibrations caused by earthquakes. The program, the result of legislation signed last year by Gov. Reagan, will help provide scientists and engineers with information on the forces expected from earthquakes and, thus, better information for planning the design of buildings and structures such as dams, bridges and highways so as to withstand strong ground shaking.

When one realizes that, except for Alaska, there are more earthquakes in California than any state, this is obviously an important program. Since California became a state 121 years ago earthquakes have claimed about 1,000 lives and caused more than \$7 billion worth of property damage.

The Division of Mines & Geology will carry out the various provisions of the new law. The law states that the division "shall organize and monitor the program with the advice of an advisory board . . ." The advisory

board has been formed; the division's Bill Wells is the secretary.

Financing for the new program comes from fees on construction permits issued by California cities and counties and amounts to seven cents per \$1,000 worth of construction.

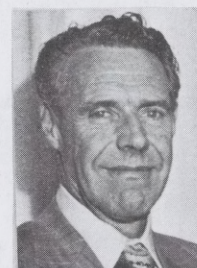
Interestingly, this new program is not aimed only at population centers with such hazards as tall buildings. The majority of deaths in California earthquakes have occurred in low-rise buildings—and in such areas as Inyo, Imperial and Del Norte Counties. Information must be collected from where earthquakes are felt—and that means all across California.

### *A new program*

The Department of Conservation has been assigned the primary staff responsibility for implementing the new Open Space Subvention Program. The 1971 Legislature provided for the program to provide funds to help restore some of the loss of funds to counties, cities and school districts complying with the California Open Space Act of 1965—perhaps better known as the Williamson Act.

Secretary for Resources N. B. Livermore Jr. delegated administrative responsibilities for this program to the department, and I have in turn assigned the function to the Division of Resource Conservation.

Asst. Director Ed Gladish will serve as chairman of an advisory committee made up of representatives of 13 organizations representing the state, counties and cities. The committee held its first meeting March 14 with Gladish, Division Chief Bob Goodier and Asst. Chief Bill Leaf in attendance.



*Jim Stearns, Director of Conservation*

### *Stearns, Moran conduct budget talks in the field*

*Sacramento*—The budget story was the primary topic of Director Jim Stearns, State Forester Lew Moran and department fiscal experts during a series of meetings with Forestry managers in March.

A fifth and final session is scheduled for April 4 in Riverside. Earlier meetings were held in Santa Rosa, Redding, Fresno and Monterey.

Describing the conferences as a continuation of a "successful procedure"

established last year, Moran explained that his district deputies, rangers-in-charge, camp superintendents, state forest managers and other management personnel have been among the participants.



### *Wells named secretary*

*Sacramento*—Bill Wells of the Division of Mines & Geology staff has been elected secretary of the new advisory board to the strong-motion instrumentation program.

### *Session on new budget*

*Sacramento*—A department-wide discussion of the new budget will be held April 3 when Director Jim Stearns will brief division chiefs on the status of the current year budget program, the 1972-73 proposed budget and fiscal policy for 1973-74.

Budget & Systems Officer Wayne Rodgers reports that fiscal committees in both houses of the Legislature have heard the department's proposed 1972-73 budget and have taken it under submission. He does not expect any major changes to the proposed expenditure plan.